PREFACE

An organization’s human resources are its greatest asset and the effective management of its human capital is a fundamental source of competitive advantage. Organizations worldwide have begun to realize the importance of personnel in driving the strategic focus and realizing the goals of the business and have concurrently invested in technology and, in particular, Human Resource Information Systems (HRIS) to recruit support and manage its HR. Over the past decade, the use of HRIS in the private as well as the public sector has increased. In United States of America 70% of large firm’s use HRIS, 80% conduct online recruiting, 67% post job openings online, and 40% use web-based portals as a means of communicating company policies. Whilst HRIS is successfully utilized in China. It has been believed that there are many problems being experienced in the application of HRIS in Chinese SMEs including information content, information management and system evaluation. The most frequent uses of HRIS were in operational areas of employee records (72%) followed by payroll (66%) and pensions (57%). HRIS was predominantly used for employee record keeping (96.8%) and payroll (90.5%). HRIS used the most for providing general information (86.4%) and payroll services (84.7%). In India, service organizations apply HRIS in performance and reward management more than manufacturing companies. Evidently, information technology is having a drastic impact globally on the function of human resource management. An increase in the use of HRIS does not imply successful implementation of the HRIS in contributing to the strategic direction of the organization and the effective realization
of corporate goals. HRIS is also known as a human resource information system or human resource management system (HRMS), is basically an intersection of human resources and information technology through HR software. This allows HR activities and processes to occur electronically. HRIS allows employees to exchange information with greater ease and without the need for paper through the provision of a single location for announcements, external web links, and company policies. This location is designed to be centralized and accessed easily from anywhere within the company, which also serves to reduce redundancy within the organization. HRIS has been widely used in Banking organizations because most the work has become easier for through software and it helps them do work in less time. Today Indian banking sector offers an information technology enabled services to their employees and employers to provide vital and accurate services.

The **specific research aims to identify** the Impact of Human Resource Information System in Banking Sector. Human Resource software’s are offered in banks to do and manage human resource work and all the financial works of the banks to increase the satisfaction of employees and retain more employees in private sector bank. The survey has been conducted in three cities of Rajasthan. The research has been based on the responses of employees of the private sector bank’s branch. The Sample Size is 400. 70 employees were taken from each selected banks. Secondary data regarding Human Resource Information System has been collected from Journals, Books of Human Resource Information System. Secondary Data of Banks have been collected
from Annual Report of Year 2014-2015, Journals Related to banking technology, Report of RBI Bank. Brief Description of all the chapters have been given below:


**Chapter Second** Entitled **Indian Banking Sector** describes the Indian Banking Structure, Sketch of Indian Banking, and Beginning of Banking Era. Indian Banks have been classified in scheduled Commercial Banks and Scheduled Non Commercial Banks. The banks selected for this research are Leading Private Sector Banks. Private Sector Banks for research purpose are ICICI Bank, AXIS Bank, HDFC Bank, Kotak Mahindra Bank, Yes Bank and Indusnd Bank. The chapter highlights the introduction
of leading Private Sector banks, Details about the CEO of the Banks and Year of
Establishment of the Private Sector banks. The Important Information including
Functions of banks, Norms and Regulations of the banks. Role of Supervisory
function in Banks. The chapter includes the guidelines for the establishment of the
new private sector banks given by RBI, Challenges faced by Indian Banking Industry.
The chapter also includes the brief introduction about the role of Human Resource
Information System (HRIS) in Private banking sector.

Chapter Third Entitled RESEARCH METHODOLOGY contains review related
to Technological Improvement in Banking Sector, Human Resource Information
System in Banking Sector, Literature on Job Satisfaction and Employee’s
Productivity and Employee Perception by using Human Resource Information
System (HRIS). The chapter also contains research objectives, hypotheses, sampling
methods with research design including data sources, and sample size. The chapter
third focuses on independent and dependent variables, pilot research to check the
reliability and validity of methodology adopted and instruments used to achieve the
set objectives. The methodology of descriptive statistical analysis and inferential
statistical analysis tools are also the prime section of this chapter.

After defining the Methodology of the specific research, in Chapter Four Entitled
DATA ANALYSIS and INTERPRETATION the compiled data from the bank’s
employees has been analyzed and presented in tables, Graphs and Inferences have
been drawn for each statement of various dimensions for this research. The chapter
also contains the demographic profile of the banking Employees which were analyzed on the basis of various parameters Gender, Educational Qualification, Age, Designation. Chron Bach’s Alpha Test has been applied to test the reliability on sample size of 60 respondents where the value was .75 which proves that sample is reliable.

**EMPIRICAL ANALYSIS and HYPOTHESIS TESTING** focuses on inferential results to reveal the need of the research in current state. Statistical Tools used for testing the hypothesis like Factor Analysis to find out the factors effecting Employee Productivity, Employee Perception while using HRIS. Independent test, Multiple Regression Analysis, Factor Analysis, One Way ANOVA, Pearson Correlation. These Tests have been applied on software in IBM SPSS 22 and Spread Sheet 2007.

In the last chapter **CONCLUSION** key findings of the research have been drawn through descriptive and Empirical Analysis. Result of Hypothesis testing help to obtain conclusions in this chapter. Recommendations and scope of further research have been discussed further in this research. References have been given for all the chapters. Appendices include Questionnaire for Banking employees, Research Profile and personal profile of the researcher. Various Human Resource terms have also been abbreviated. A sincere effort has also been made to maintain style, lucidity, clarity and simplicity of the presentation in analytical approach used for the research. However the contribution of this research has been significant for banks. I express my admiration as well as my thanks to all.